



Bright
Start
TN

Align

Nashville, TN

9.8.23

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We are the Bright Start Tennessee Network



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Start
TN**

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A statewide network of community partnerships accelerating early learning outcomes and closing opportunity gaps for TN children birth through third grade



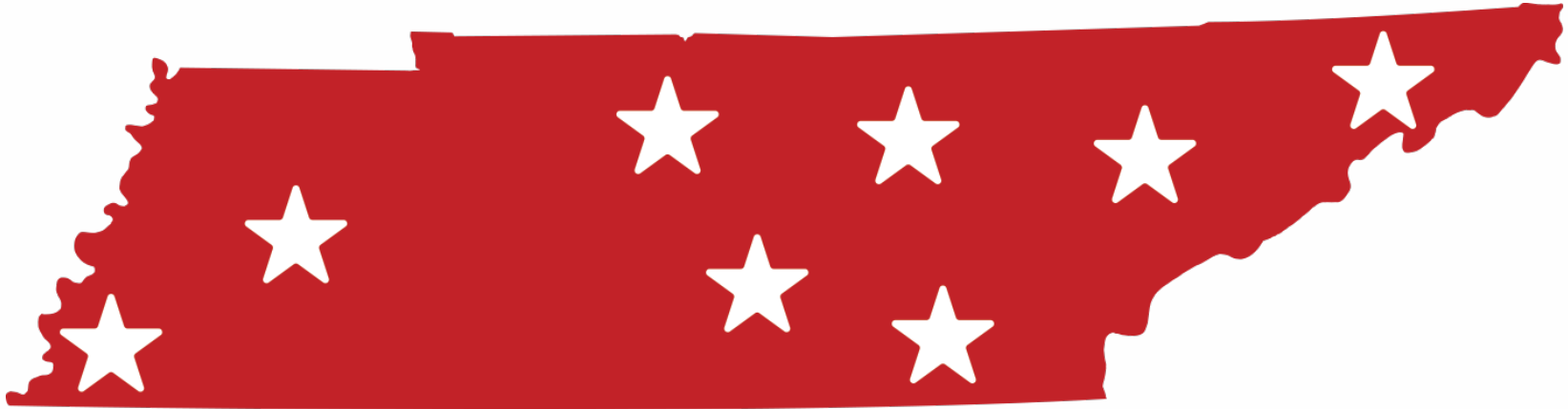
Creating a Cycle of Success

What children need to achieve 3rd grade level reading and math proficiency



- High-quality birth-through-age-eight learning environments
- Physical health, mental health, and development on track from birth
- Supported, and supportive, families and communities

Bright Start TN now reaching 60% of TN's Population



★ **Memphis / Shelby County**
First 8 Memphis

★ **West Tennessee**
United Way of West TN
(Decatur, Dyer, Hardeman, Haywood, Hardin, Lake, Madison, McNairy, and Weakley)

★ **Nashville / Davidson County**
Peabody Center at Vanderbilt

★ **South Central TN**
United Way of Rutherford and Cannon Counties
(Bedford, Cannon, Lincoln and Rutherford)

★ **Upper Cumberland**
Upper Cumberland Development District
(Cannon, Clay, Cumberland, DeKalb, Fentress, Jackson, Macon, Overton, Pickett, Putnam, Smith, Van Buren, Warren, and White)

★ **Chattanooga / Hamilton County**
Chattanooga 2.0

★ **Knoxville / Knox County**
United Way of Greater Knoxville

★ **Northeast Tennessee**
Ballad Health / STRONG ACC
(Carter, Cocke, Greene, Hamblen, Hancock, Hawkins, Johnson, Sullivan, Unicoi and Washington)

Tabitha Rosproy

2020 National Teacher
of the Year



WORKSHOP

Building the Early Educator Pipeline

Session 1

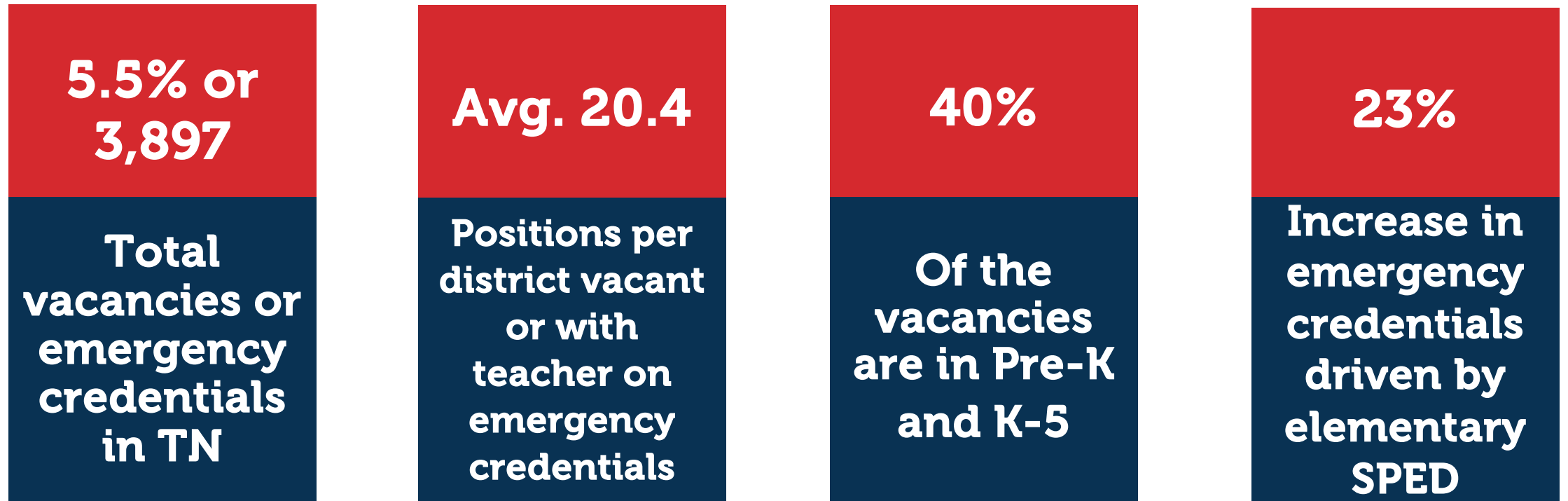
Building the Early Educator Workforce Pipeline

Workshop Session 1: Purposes

- Reflect on current state of the pipeline
- Be introduced to action planning tools and resources
- Step into the shoes of 3 hypothetical Tennesseans on their early educator career journeys and explore their challenges and potential solutions
- Consider a strategies framework and identify a list of strategies you'd like to explore further for inclusion in your community's Workforce Pipeline action plan

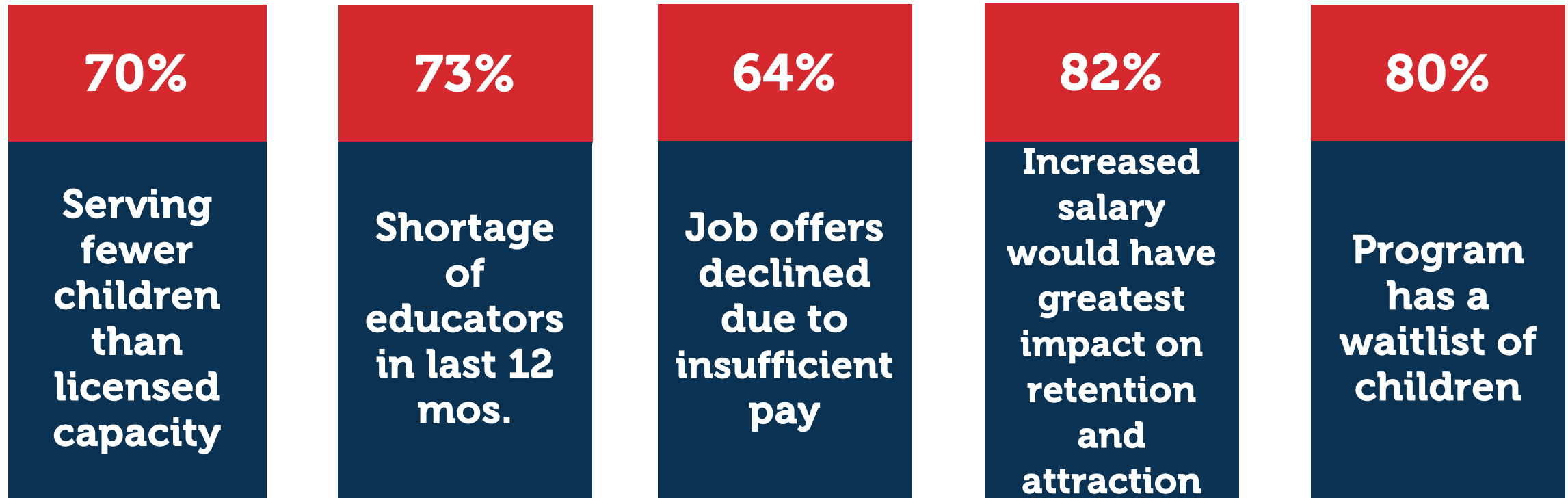


Current State: Pre-K to 3rd Grade Vacancies / Emergency Credentials in Fall 2022



Current State: TQEE Child Care and Preschool Survey

August 2023: 392 Survey Responses: 107 written/online survey; 285 calls



Current State: ECE Pipeline / Community Colleges

28% Decline
(From 885 to 633) in number of students enrolled in ECE programs at community colleges and TCATs 2019-22

3.3 Years
Average time it takes to complete associate degree

70%
Percentage of 2019's 247 enrollees who had dropped out by 2023

Current State: Early Educator Compensation



Tools and Resources in Your Packets

Tennessee Education and Training Resources for Early Educator Pathways

ECE education and training resources available throughout Tennessee (e.g., High School CCTE, TECTA, Educator Prep Programs) along with a Career Lattice that details steps individuals can take as they chart their ECE career

Financial Supports and Systems for Early Educator Career Pathways

Financial supports and systems available to support ECE degree completion (e.g. TN Promise, WAGE\$)

TQEE Workforce Pipeline Development Framework and Strategies

Our vision, and core pillars and levers that can support that vision; List of strategies local communities can consider for their action plans

Careers in Early Care and Education, A National Directory

National directory by T.E.A.C.H. / CCSA highlighting range of ECE careers

Early Educator Pathway Stories

Three archetypes of individuals who are on their ECE career journey and resources they might access

Workshop Session 1: Career Pathway Challenges Exercise



A Strategy Framework

Develop a robust educator pipeline that accelerates early learning outcomes and closes opportunity gaps

Attract more candidates to ECE credential /degree programs

Support persistence and completion

Match to quality ECE jobs and retain

Double down on:

1. High School CTE - ECE (Dual enrollment, WBL, CDA)
2. Community College - ECE (CDA, WBL, Technical certificate, Associate degree)
3. GYO – ECE for Pre-K-3rd Grade (Bachelor's, WBL, Licensure)
4. TECTA (30 Hour Orientation, pathway to Community College)

With:

- A. Targeted recruitment/marketing to attract candidates to above ECE programs
- B. Joint marketing campaign/collateral promoting ECE careers, elevating the profession
- C. Incorporating cohort models, with wrap around resources to support completion
- D. One-stop shop online resource for information on ECE career pathways
- E. Compensation incentives for credential, degree completion (e.g. WAGE\$)

1. Establish state/local wage targets and standards for positive working conditions– reward employers achieving them
2. Support school districts as employers with resources to implement CTE and GYO
3. Cultivate ECE employer networks/councils to:
 - A. Formalize partnerships with high school and community college programs for recruitment, WBL and apprenticeships, hiring, mentoring
 - B. Strive for target compensation and working condition standards

POLICY

FUNDING

DATA AND REPORTING

Commissioners Panel



**Clarence
Carter**
Commissioner DHS



**Lizzette
Reynolds**
Commissioner DOE



**Stephen
Smith**
Director TennCare



**Deniece
Thomas**
Commissioner LWFD



**Brad
Turner**
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Thank You.



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